



HQDA ADCS, G-2 Senior Leader DCIPS Update 12 March 2012





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Purpose / Agenda

Purpose:

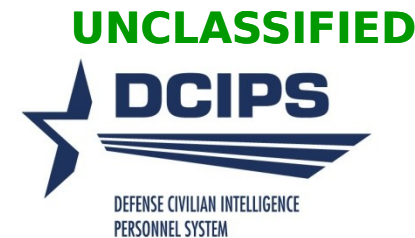
Provide Army senior leaders with an update on the Army DCIPS transition from a pay banded structure to a graded structure and the impact to the Army DCIPS Civilian and Military workforce.

Agenda:

- Where We've Been
- Current State
- Way Forward
- Open Dialog to Address Questions



What is DCIPS?



DCIPS is a Title 10 Excepted Service civilian human resource system that incorporates all DoD civilians within the Intelligence Community under a single, performance-based, mission-focused management and administration system that furthers the goals of both DoD and ODNI.

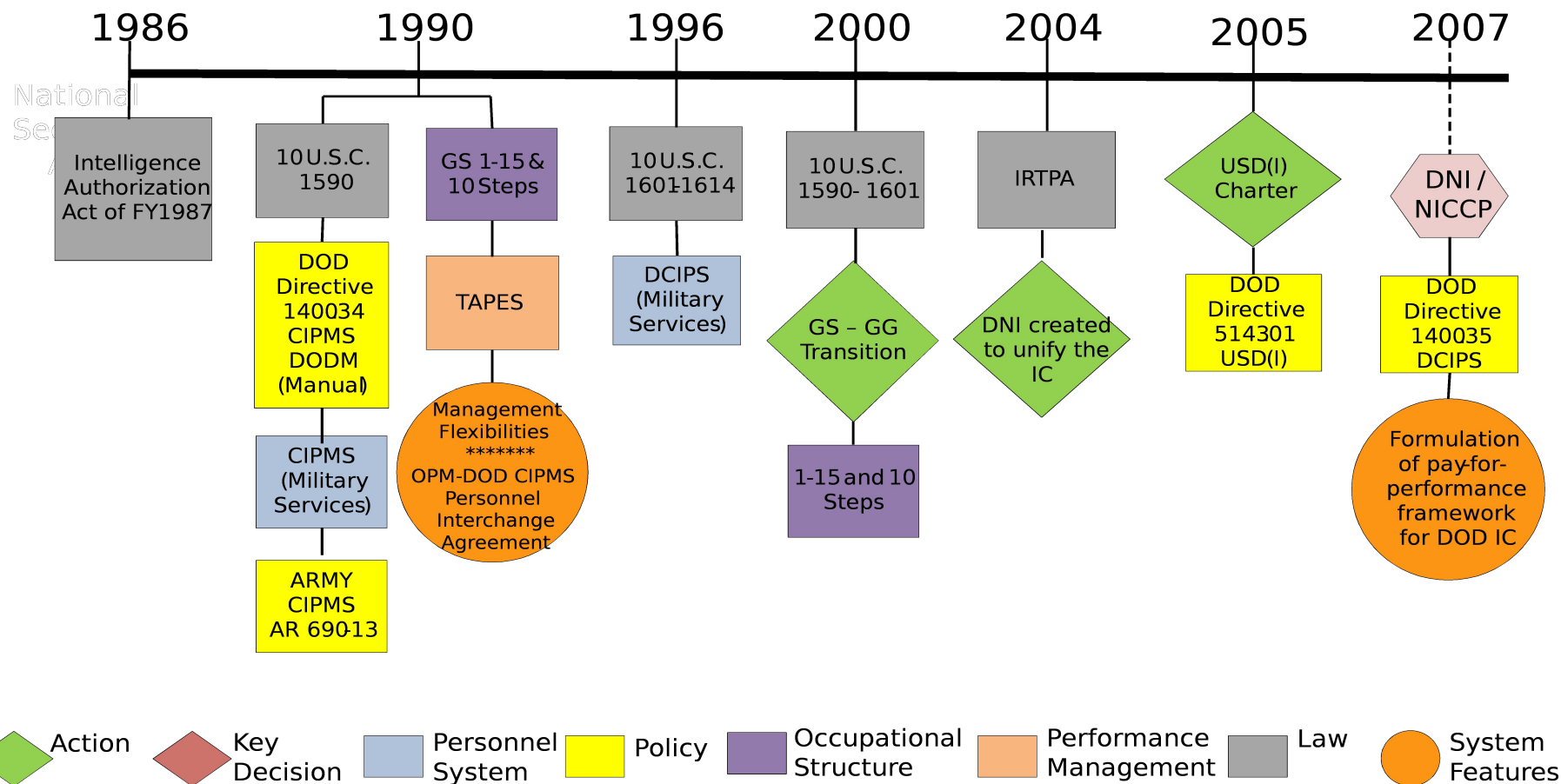


Where We've Been



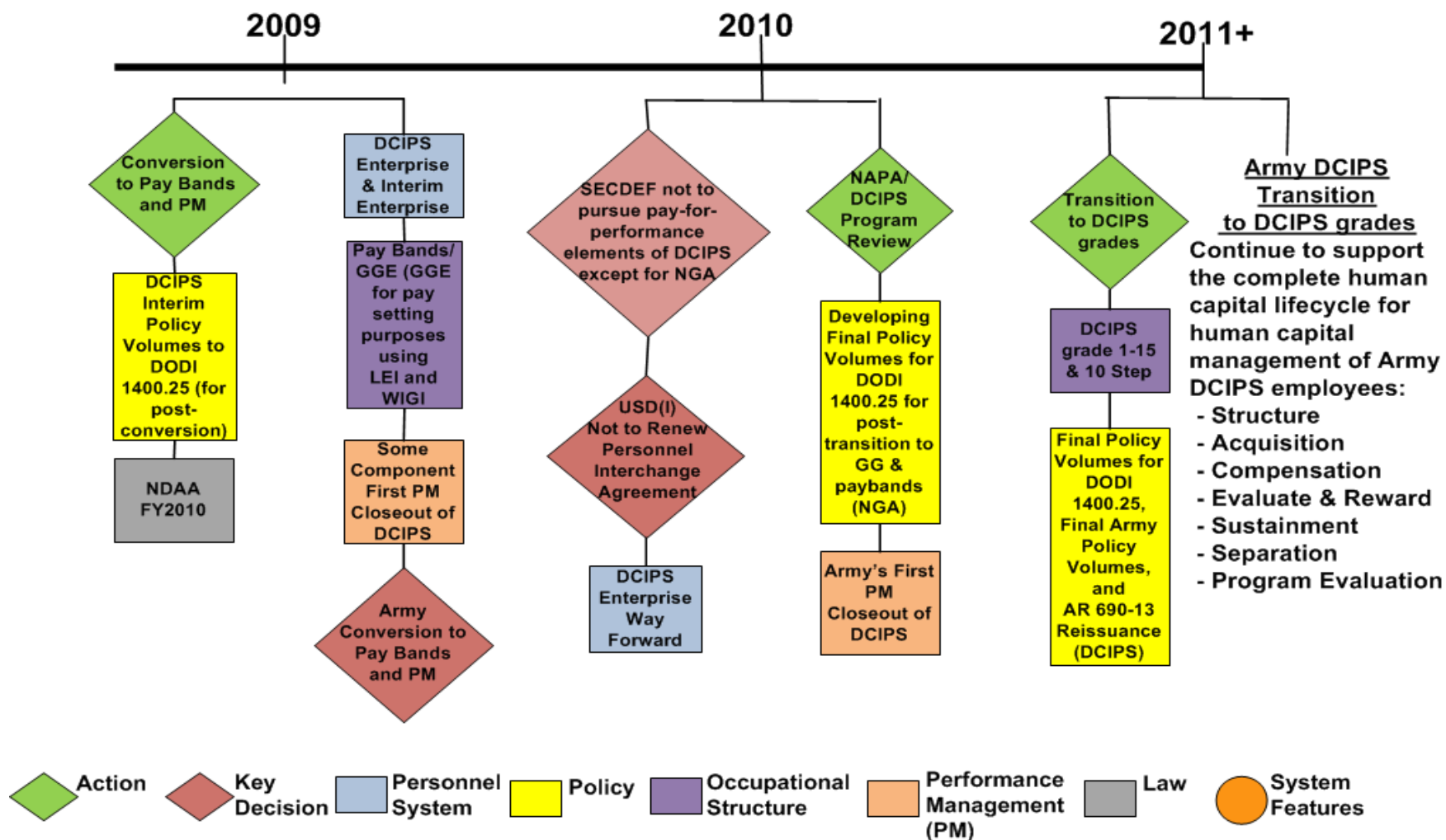
Where We've Been

The National Security Act was signed into law in 1947, as amended



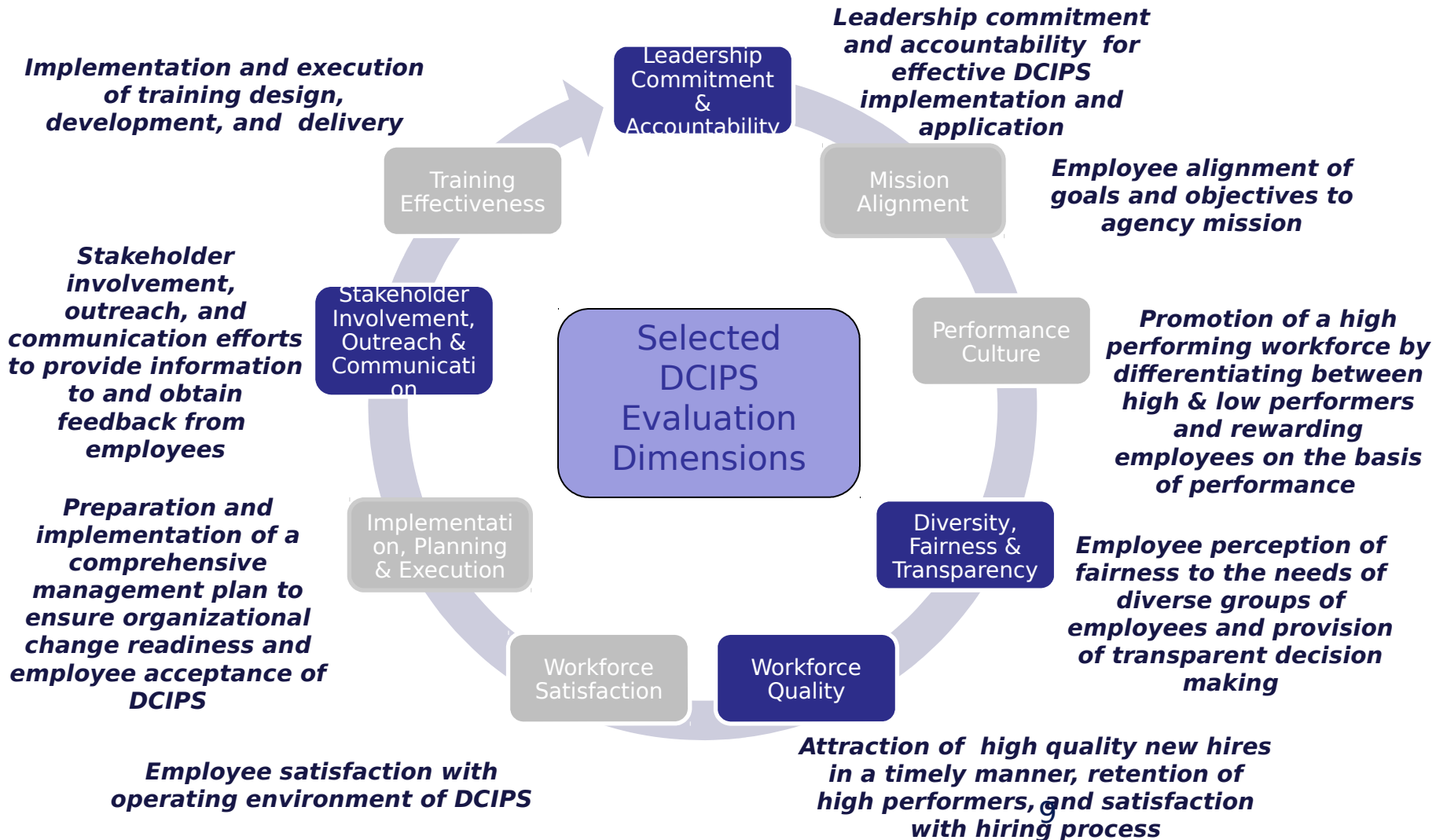


Where We've Been (cont'd)





Army DCIPS Program Evaluation Framework

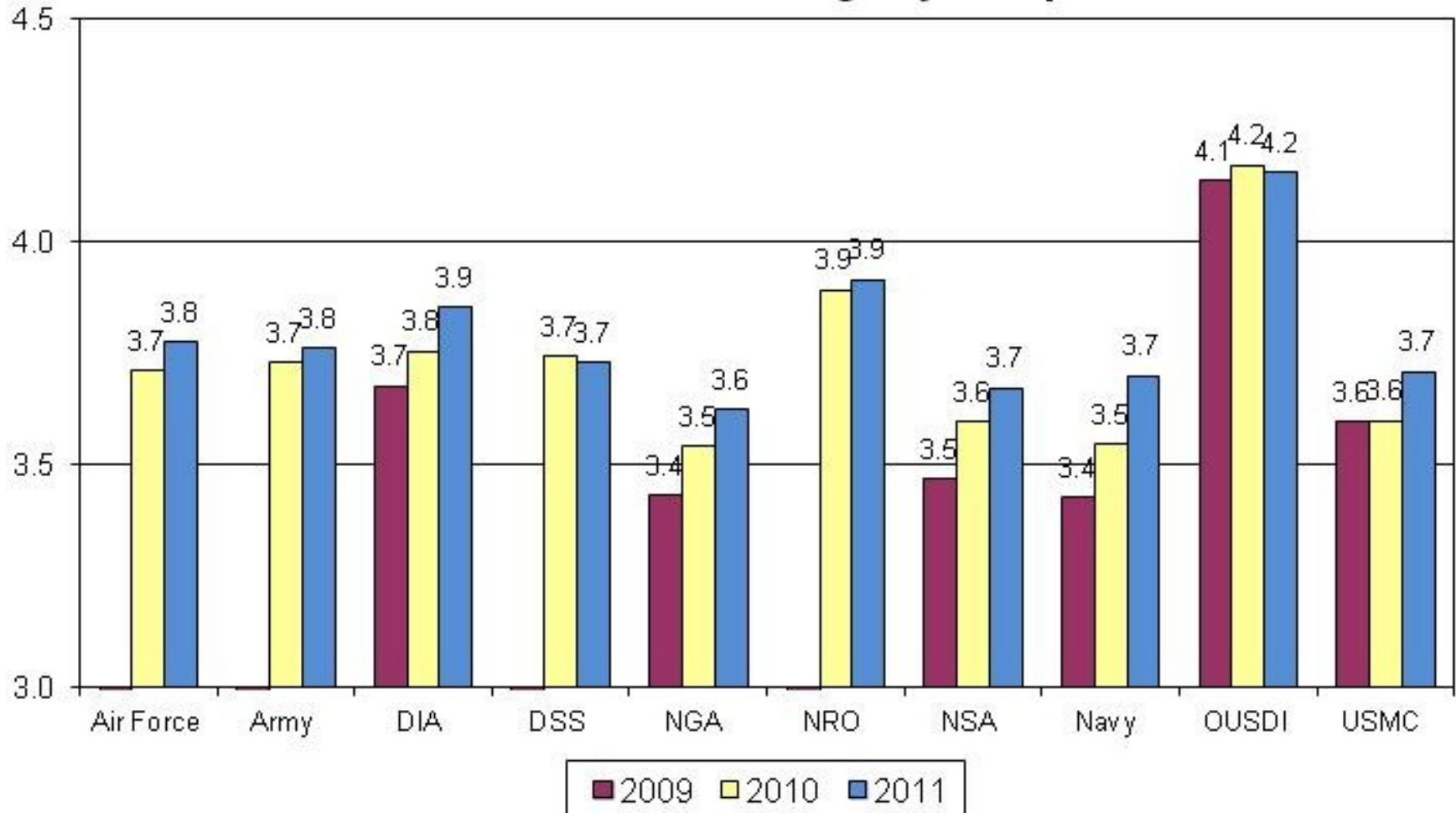




FY09/10/11 Rating Distribution Results



2009 to 2011 Mean Ratings by Component





Current State



IC Transition Timeline and Lessons Learned





Occupational Structure



****Please note: This graphic reflects the USD(I) enterprise-wide DCIPS occupational structure. The Army is aligned to the DCIPS Occupational structure and will follow the DCIPS grading standard in Army Policy Volume 2007. This will result in all Professional (including Supervision/Management) Work Category GG-13 Army DCIPS positions aligning to the Full Performance work level and all Technician/Administrative Support Work Category GG-7 Army DCIPS positions aligning to the Entry/Developmental work level.***



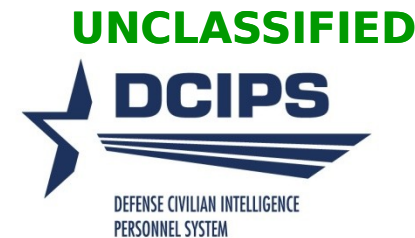
Distribution of Army DCIPS Spheres of Influence



U.S. ARMY CENTRAL (AR3A)	6	1.5%	MILITARY SURFACE DEPLOYMENT AND DISTRIBUTION COMMA (XT)	15	1.1%
U.S. ARMY NORTH (AR5A)	16	5.2%	EIGHTH US ARMY (P8)	6	1.6%
U. S. ARMY ACCESSION COMMAND (ARAA)	7	0.3%	OFFICE OF THE SECRETARY OF THE ARMY	7	0.6%
U.S. ARMY ACQUISITION SUPPORT CENTER (ARAE)	73	1.3%	FIELD OPERATING OFFICES OF THE SECRETARY OF THE ARMY (SB)	21	0.9%
US ARMY INTELLIGENCE AND SECURITY COMMAND (INSCOM) (AS)	3240	99.5 %	U.S. ARMY SPACE AND MISSILE DEFENSE COMMAND (SC)	59	6.5%
U.S. ARMY TEST AND EVALUATION COMMAND (ARAT)	79	1.9%	HQDA FIELD OPERATING AGENCIES AND STAFF SUPPORT AGENCY (SE)	17	0.2%
U.S. ARMY INSTALLATION MANAGEMENT COMMAND (ARBA)	278	0.8%	JOINT SVCS & DOD ACTIVITIES SUPPORTED BY HQDA (SJ)	99	7.4%
US ARMY CRIMINAL INVESTIGATION COMMAND (CB)	2	0.2%	U.S. ARMY SOUTH (SO)	24	7.6%
US ARMY CORPS OF ENGINEERS (CE)	50	0.1%	US SPECIAL OPERATIONS COMMAND (ARMY) (SP)	147	8.5%
US ARMY CHIEF OF STAFF (CS)	248	14.4 %	US ARMY TRAINING AND DOCTRINE COMMAND (TC)	1047	8.1%
US ARMY EUROPE AND 7TH ARMY (E1)	87	5.8%	U.S. ARMY WAR COLLEGE (TW)	6	1.6%
21ST SUPPORT COMMAND (E2)	2	0.6%	HQ US ARMY MATERIEL COMMAND	32	4.0%
SEVENTH ARMY TRAINING COMMAND (EN)	8	2.4%	AMC TRAINING ACTIVITIES	4	2.9%
US ARMY FORCES COMMAND (FC)	148	4.2%	U.S. ARMY AVIATION AND MISSILE COMMAND (ARX6)	121	1.2%
NETCOM/9TH ARMY SIGNAL COMMAND (G6)	102	2.1%	US ARMY TANK AUTOMOTIVE & ARMAMENT COMMAND (X7)	43	0.3%
U.S. ARMY NATIONAL GUARD BUREAU (GB)	2	0.3%	US ARMY COMMUNICATIONS ELECTRONICS COMMAND (X8)	74	0.9%
UNITED STATES ARMY RESERVE COMMAND (HR)	40	0.4%	U.S. ARMY CHEMICAL MATERIALS AGENCY (XB)	1	0.1%
US ARMY ELEMENT SHAPE (J1)	26	14.0 %	U.S ARMY SUSTAINMENT COMMAND (ASC) (XC)	13	0.9%
JOINT ACTIVITIES (JA)	494	20.1 %	U.S. ARMY CONTRACTING COMMAND (XD)	11	0.2%
US MILITARY ACADEMY (MA)	1	0.1%	US ARMY COMMAND (2A) - Cyber COMMAND	20	11.6 %
US ARMY MEDICAL COMMAND (MC)	54	0.1%	U.S. ARMY JOINT MUNITIONS COMMAND (JMC) (XQ)	8	0.1%
			U.S. ARMY RESEARCH, DEVELOPMENT AND		



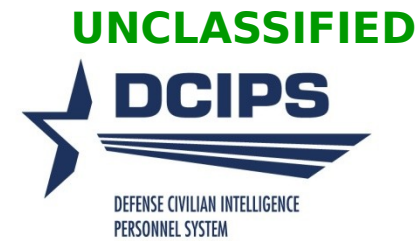
Transition



- The Army will transition from pay bands to DCIPS grades on **25 March 2012**
- DCIPS occupational structure, common performance management system and performance-based bonuses will remain intact
- DCIPS occupational structure (alignment) will include 15 Grades and 10 steps, similar to the GS system
- Employees will not lose pay upon transition
- Base salary will be aligned to a DCIPS grade and step
- Some employees will receive an adjustment to base salaries as a result of alignment
- Employees were notified on 9 March 2012 of their alignment – their new salary and step can be found on their Notice of Personnel Action ***after*** 11 April 2012
- Policies critical to DCIPS transition will be published prior to transition



Approach to Transition

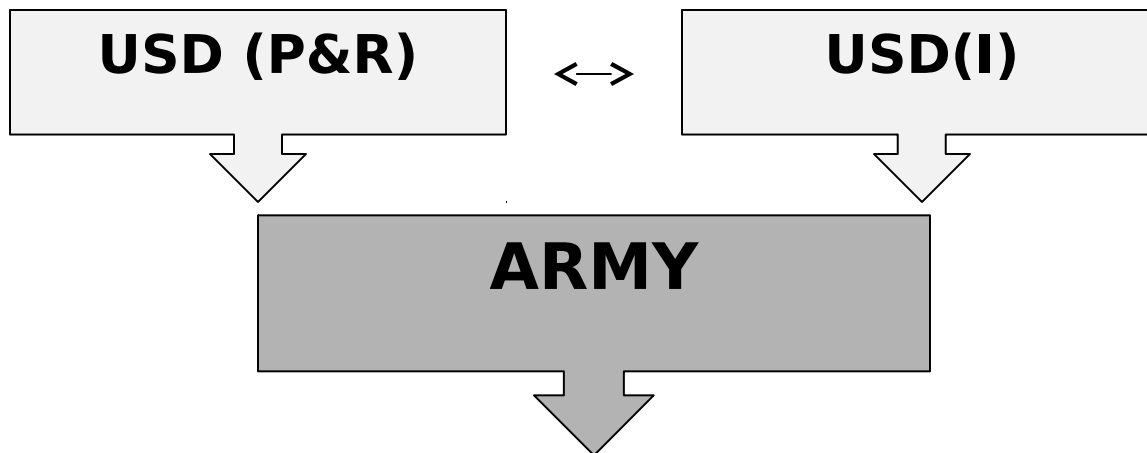


- The Army* completed the following activities in support of readiness to transition:
 - Completed resource assessment and worked with G-2 leadership to identify options to resource transition for MIP, NIP, and Service-funded positions
 - Identified and engaged key stakeholders in support of the transition to DCIPS grades
 - Issued the Total Army Comprehensive DCIPS Transition Plan to develop the transition strategy and meet the USD(I) Readiness Tool requirements
 - Army G-2 in collaboration with AG-1(CP) developed the IA2GG Tool currently used by stakeholders to facilitate the execution of the transition

**HQDA, ODCS G-2 IPMO serves dual roles as the Transition Program Management Office and DCIPS Policy and Program Office (Synchronizing / Aligning IC and Army HC Initiatives).*



Keys to Success: Transition Execution by Stakeholder



Final Army DCIPS Policies

ASA (M&RA), G-1, G-2, OGC, ACOMs*, ASCCs, DRUs, AASA

Transition Training Strategy

G-2, CHRA

Change Management and Communication Strategy

ASA (M&RA), G-1, G-2, ACOMs, ASCCs, DRUs, AASA

Transition Cost
(Step Alignment, GAO Reporting)
G-2, ACOMs, ASCCs, DRUs, AASA

Position Alignment

CHRA, ACOMs, ASCCs, DRUs, AASA, AG-1 (Civilian Personnel)

HR Solutions/Services

CHRA

Human Resource Systems Support (DCPDS)
CHRA and AG-1 (Civilian Personnel)

Leadership Commitment

ASA (M&RA), G-1, G-2, CHRA, ACOMs, ASCCs, DRUs, AASA

TMs

* ACOMs include joint commands



Policy Status

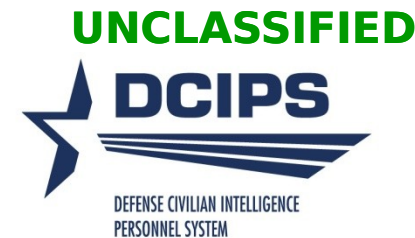
Army DCIPS Policy Status Chart*

Policy Volume	Current USD(I) DCIPS Policy Status (as of 2 March 2012)	Current Army DCIPS Policy Status (as of 9 March 2012)	Date the Commands can expect to see AP-V for Formal Coordination	Expected date comments are due from Army Commands for Formal Coordination	Date Final Army Policy Completed & Published
			(Estimated Suspense Date)	(Estimated Suspense Date)	(Estimated Completion Date)
2011 - Performance Management	Complete / Approved	Complete			July 2011
2001 - DCIPS Introduction	Complete / Approved	OGC Review Complete	9 February 2011	3 March 2011	March 2012
2004 - Adjustment in Force	Complete / Approved	OGC Review Complete	24 February 2011	18 March 2011	March 2012
2005 - Employment and Placement	Complete / Approved	OGC Review Complete	14 July 2011	11 August 2011	March 2012
2006 - Compensation Administration	Complete / Approved	OGC Review Complete	25 July 2011	24 August 2011	March 2012
2007 - Occupational Structure	Complete / Approved	OGC Review	10 June 2011	30 June 2011	March 2012
2009 - Disciplinary, Performance-based, and Adverse Actions	28 Oct adjudicated WHS edits and sent to P&R for LSR. 5 Dec LSR completed, awaiting P&R release.	OGC Review	27 May 2011	30 June 2011	March 2012
2013 - Program Evaluation	Complete / Approved	OGC Review	1 July 2011	1 August 2011	March 2012
2014 - Employee Grievance Procedures	Complete/ Approved	OGC Review	12 May 2011	10 June 2011	March 2012
2015 - Special Categories	Complete/ Approved	OGC Review	25 February 2011	25 March 2011	March 2012
2008- Awards and Recognition	28 Feb released for formal staffing.	Preparation for Laser Focus Session	12 September 2011	17 October 2011	April 2012
2010 - Professional Development	6 Jan SD106 signed, waiting now for posting to the DoD portal for formal coordination.	Adjudication of Comments in Progress	13 July 2011	12 August 2011	April 2012
2012 - Performance-Based Compensation	3 Feb Sent to Security Review	Adjudication of Comments in Progress	14 November 2011	13 January 2012	April 2012

***Note: This Policy Chart is a "living document" and dates and risk levels may shift based on USD(I) timelines and other issues.**



Key Milestones



- 9 March 2012 - Employee Notices were issued
- NLT 24 March 2012 - Performance Management Midpoint Reviews completed
- NLT 24 March 2012 - Mandatory “Special Closeout” (for those employees changing work levels with the transition to DCIPS grades)
- 25 March 2012 – Transition to DCIPS Graded Structure
- 30 September 2012 - FY2012 Performance period ends
- October-November 2012 - DCIPS PM Rating Phase
- November 2012 - PM PRA review PM results
- November-December 2012 - Conduct DCIPS Bonus

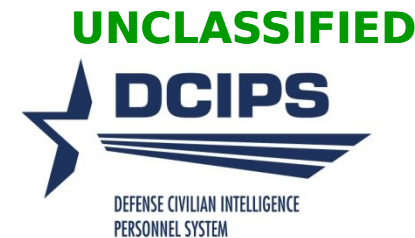


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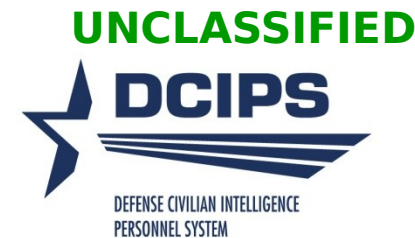
DCIPS Grade and Step Alignment upon Transition



- **Strategy** - Army will process pay actions to align employees to a grade and step where applicable. Commands are responsible for funding the cost of this alignment.
- **Compensation Methodology** - Employees will transition to the DCIPS graded structure at their current base rate adjusted for alignment to a grade and step.
- **Process** - Army HQs is not funding the process. This is an unfunded mandate to implement.
- **Reporting Requirements** - We anticipate a Resource Reporting requirement. Army's Transition Plan contains framework to capture costs associated



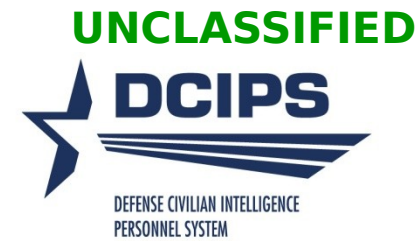
DCIPS Compensation



- DCIPS Compensation:
 - DCIPS employees will continue to receive Basic Pay adjusted for transition, to include the Local Market Supplement (LMS) and Targeted Local Market Supplement (TLMS)
 - Employees OCONUS Foreign and Non-Foreign receive TLMS
 - In 2009 the Non-Foreign Area Equity Assurance Act (NAREAA) mandated the gradual elimination of Cost of Living Allowance (COLA)
 - In January 2012, the Non-Foreign area TLMS rates were increased, so that when the reduced COLA was factored in, the employee total gross pay (including COLA and TLMS) remained consistent with 2011 levels
 - Starting 2013, the Non-Foreign area TLMS will be phased-out over a 3 year period (2013 - 1/3, 2014 - 50%, and 2015 - the remaining)
 - OCONUS Foreign will continue to receive the TLMS
 - The USD(I) in coordination with the DoD Components will conduct a continual review of DCIPS Compensation practices



DCIPS Awards and Recognition Budgets



■ **DCIPS Guidance: Bonuses vs. Awards**

- FY11/12 – Awards and Recognition budgets were limited to 1% of aggregate salaries
- The budgets were allocated for Bonuses FY11 and Awards throughout FY12
- The Bonus process supported the FY11 Performance Management System by rewarding the highest level of performance and impact to mission
- The Awards and Recognition Program will be used to reward extraordinary achievement or accomplishments throughout the remainder of FY12
- FY13/out – Bonus rules are expected to stay the same yet percentages may change
- The USD(I) and the DIHRB endorsed a rule that, generally, no more than 50% of employees in a pay pool will receive a bonus. The rule is intended to:

DCIPS Volumes 2012 and 2008 provide guidance on DCIPS performance bonuses and DCIPS Awards

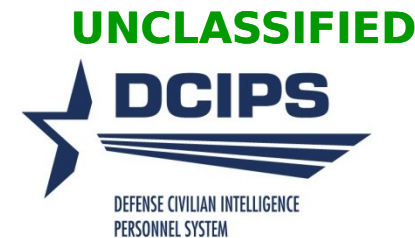
UNCLASSIFIED Provide rewards to those who make the greatest contributions to



Way Forward



Intelligence Community Priorities



- **Intelligence Community Priorities:**

- Strategic Workforce Planning – Close gaps in enterprise workforce
- Professional development – Certification of Intel professionals
- Foreign Language – Develop and retain language professionals
- DCIPS Policies – Enabling policies for enterprise workforce management. DCIPS will continue as the IC's personnel system founded in performance management principles

- **Army Intelligence Human Capital Priorities:**

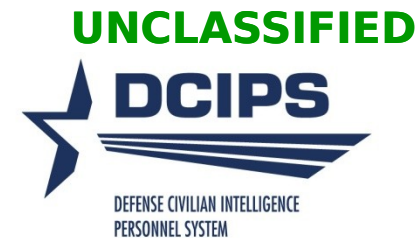
- Transition from pay bands to DCIPS grades on 25 March 2012
- Implement Program Evaluation process improvements

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Continue to fight for DCIPS Human Capital Management



Secretary of the Army Priorities



- Ensure a highly capable force within evolving budgetary constraints
- Transform the Institutional Army
- Build the Army of 2020 (POM 15-19)
- Enhance Army Activities in the Asia-Pacific region
- Fund reset and modernization
- Champion Soldiers, Civilians, and Families
- Strengthen information assurance and cybersecurity
- Ensure accountability
- Develop energy solutions
- Finalize Arlington National Cemetery reforms



Program Evaluation

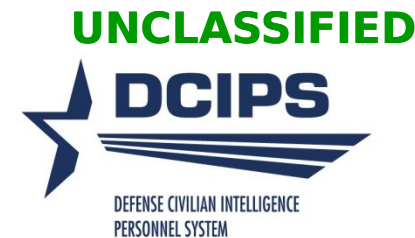
5 Focus Areas



- Professional development – career road maps
- Manager/supervisor DCIPS training – soft skills, military supervisor training
- Regular and timely communications, guidance and outreach to the commands
- Transparency and standardization
- PAA Tool improvements



Army Short Term vs. Long Term Goals



- **Short Term Goals:**

- Release AP-Vs (pre-signature) - Commands should plan and develop supplemental guidance if required
- Work with USD(I) to finalize remaining DCIPS policy
- Certify Army readiness to transition to USD(I)

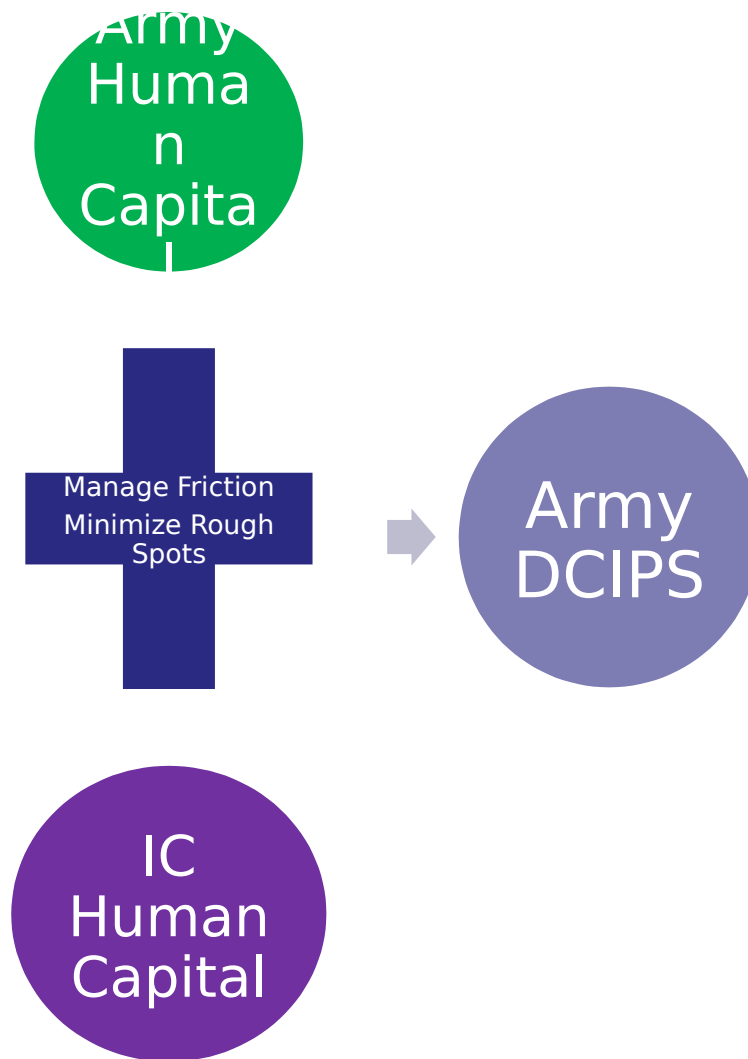
- **Long Term Goals:**

- Finalize remaining Army DCIPS policies (AP-Vs) as DoD policies are released
- Implement DCIPS Program Evaluation five focus areas
- Develop our leaders and the workforce
- Continue to articulate and reinforce a performance culture
- Continue to shape DCIPS to meet the needs of both the Army Military Service and the Combat Support



Transforming Human Capital

- Civilian Workforce Transformation (CWT) initiated to provide the Army:
 - Flexible and adaptive civilian cohort
 - Roadmap for improving recruiting, retention and leader development
- Publish an Army Intelligence Strategic Workforce Plan (SWP) by 30 September 2012 to support CWT, ACP and NDAA





Conclusion



DCIPS Human Capital Lifecycle



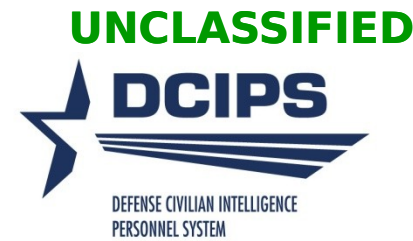
Questions?



Backup



DCIPS Progress for FY11 Across the IC



- USD(I) Direction and way forward
- Transition to DCIPS Grades
- Performance Management
- Impact of OPM Awards Memo
- DCIPS Policy (DoDI)
- DCIPS Training
- Occupational Structure
- Performance Metrics & WOR2M
- Phase 2: Non-Foreign TLMS phase-out
- Positions In and Out of DCIPS
- JDA Program
- Executive Resources
- Foreign Language and Area
- Professional Development
- Addition of Fourth Estate



DCIPS Flexibilities

Existing Flexibilities of DCIPS:

- One common occupational structure for all DoD IC Components
- Career Progress
- Policy – Supports the Human Capital lifecycle
- Sources – DCIPS seeks to hire the best employees from any source
- Conditions of Employment
- Pay Setting
- Employee Movement – Competitive Actions and Exceptions
- Special Programs
- Movement within a Work Level

Non-Existing Flexibilities of DCIPS:

- **Staffing**
 - Personnel Interchange between DCIPS and competitive service
 - Noncompetitive Promotion between Grades
 - Temporary Promotions
 - Option of Temporary Promotions in Conjunction with Joint Duty Assignments
- **Compensation**
 - Step increase on Reassignments
- **Adjustment in Force**
 - Focus on Outplacement vs. Displacement
- **Bonus Pools**
 - Command Level authority to determine funding levels